Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **36 available reports** for this issue can be found at Current Summary Reports (PDF format, 103kb).

Province, Employer, File Number	Union, Bargaining Unit	Settlement Month/Year
Saskatchewan Government of Saskatchewan **0501810**	Saskatchewan Teachers' Federation (12,000 elementary and secondary teachers)	Oct 07
British Columbia Forest Industrial Relations Limited **0097109**	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (4,500 mill employees)	Oct 07
Multiprovince Bell Aliant Regional Communications, Limited Partnership **1275102**	Communications, Energy and Paperworkers Union of Canada (3,700 office employees and technicians)	Jul 07
Laurentian Bank of Canada and Laurentian Trust of Canada **0450707**	Canadian Office and Professional Employees Union (2,300 administrative services employees)	Oct 07

A complete listing of settlements, which includes those for which a summary report is not yet available, can be accessed at Current Settlement Listing (PDF format, 200kb).

Negotech, a searchable labour relations database, provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06–Jan 08
Canada Revenue Agency	PSAC/PIPSC	43,200	TENT/B	Oct 07/Dec 07
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council Canada	PIPSC	1,440	B	Jul 07
Private Sector				
Purolator Courier Limited	Teamsters	8,500	B	Dec 07
Canadian Pacific Railway	Teamsters/ CAW Canada	6,700	PCB/B	Dec 06
Bell Canada (Ont. and Que.)	CEP	6,260	B	Nov 07
Canadian National Railways	Steelworkers/ IBEW	4,270	TENT/B	Dec 07
British Columbia Maritime Employers Association	ILWU CANADA	3,700	CO	Mar 07
MTS Allstream Inc. (Man.)	TEAM/CEP	2,410	MED/B	Feb 07/Dec 07
Viterra Inc. (Sask.)	Grain Services Union	1,500	B	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
City of Montréal	Various unions	17,670	B/TENT	Dec 06
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07

Employer	Union	Employees	Status*	Expiry Month
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	CUPE	6,290	B/CO	Jun 07
Société de transport de Montréal	CUPE/CSN	6,250	B/MED	Jan 07
City of Québec	Various unions	4,530	B	Dec 06
Nova Scotia Association of Health Organizations (representing 10 employers)	Nurses	4,000	B	Oct 06
Capital District Health Authority	NSGEU	3,400	B/CO	Oct 06
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
GO Transit (Ont.)	ATU	910	B	Jun 07
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
New Brunswick Power	IBEW	700	B	Dec 07
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	CO	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	MED	Mar 07
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	B	Dec 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	B	Jan 08
Toronto Star Newspapers Ltd.	CEP	900	CO	Dec 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW Canada	8,500	Jul 07
City of Winnipeg	CUPE/Firefighters	6,130	Dec 07
Government of New Brunswick	Nurses	4,390	Dec 07
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
National Research Council Canada	RCEA/PIPSC	1,370	Mar/Dec 07
Better Beef Limited (Ont.)	UFCW	1,100	Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
MTS Allstream Inc. (Man.)	IBEW	900	Jan 08
Marine Atlantic	CAW Canada	780	Dec 07

Major Work Stoppages

involving 500 or more employees from **November 30 to December 13, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
University of Saskatchewan and University of Regina Saskatoon and Regina, Saskatchewan Canadian Union of Public Employees 2,400 administrative, maintenance, and food service employees	Wages and benefits	Nov 2/2007	Dec 3/2007

Union Membership in Canada—2007

Each year, the Strategic Policy, Analysis, and Workplace Information Directorate carries out a survey on international and national unions having one or more members in Canada. The survey is based on self-reports by labour organizations. The 2007 survey collected data on 501 labour organizations.

Information obtained during the most recent survey indicates that in 2007, 4,480,020 workers were union members. This represents an increase of 39,020 members compared to the 4,441,000 members accounted for in 2006. Consequently, the unionization rate or union density (union membership as a percentage of non-agricultural paid employment) is 30.3% for 2007.

Unions with Largest Membership—2007

Name and Affiliation	Number of Members
Canadian Union of Public Employees – CLC	548,880
National Union of Public and General Employees – CLC	340,000
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union – AFL-CIO/CLC	280,000
National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) – CLC	265,000
United Food and Commercial Workers Canada – CLC	245,330

The full analysis can be found at Union Membership in Canada, (PDF format, 215kb). Visit the Directory of Labour Organizations for more information of various unions.

Readers' Corner

The Service Canada and Human Resources and Social Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Ethics in the Workplace

Ethical behaviour in the workplace, or the absence thereof, has been in the media spotlight frequently of late. The suggested reading material offers an overview of key ethical principles and ideas, and presents strategies for creating and maintaining a work atmosphere centred on strong principles, whether you are a member of a team or in the role of a leader. Case studies are offered as a means of exploring the diverse reactions of individuals in a work context who are faced with morally tenuous scenarios, as well as possible consequences of each course of action. This topic is addressed from several perspectives such as leadership theory, organizational behaviour and psychology, and change management.

See Readers' Corner for reading material on ethics in the workplace. Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the Library Web site.

Coming in the Next *Workplace Bulletin*

- Wage Settlements—**November 2007** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 2008 Calendars of Collective Agreement Expiries and Reopeners
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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